

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 1305**

**DATE OF PUBLICATION: 26 APRIL 2018**

**1305. Mr M M Dlamini (EFF) to ask the Minister of Public Enterprises:**

**(a)** Whether he has been informed of the 12 Transnet Employees at the Ngqura Container Terminal in Port Elizabeth (names furnished), who were unfairly dismissed after lodging grievances against their supervisor (name furnished), who had continuously victimised and abused them racially; if not, what is the position in this regard; if so, what has he done to ensure that (a) the 12 former employees get re-employed, (b) the grievances were investigated and (c) unfair dismissal investigated? NW1406E

**This response is according to information received from Transnet:**

(a) The 12 Employees who were dismissed were charged with insubordination, underwent formal disciplinary process, were found guilty and dismissed. At no point were victimization and racism cited during their disciplinary process. The matter followed proper employment law processes and has even been referred to the labour court.

(b) There is currently no suggestion that the employees were unfairly dismissed and at all appeal processed outside the Company, the Company decision has been upheld.

(c) At all material times, the employees have appealed for re-employment but at no time have they ever raised allegations of victimization or racial abuse as reason for dismissal.